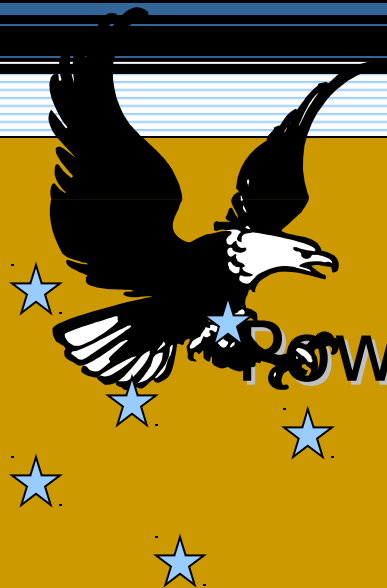


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The Army's EO Program and Policies



Lesson 20: Power and Discrimination

Overview

- Define Prejudice
- Levels of Prejudice
- Allport's Hierarchy
- Power
- Discrimination
- Define Power
- Basis of Power
- Misuse of Power



Concept of EO/EEO Violations

- Prejudice
- Racism
- Sexism
- Discrimination



Prejudice

An aversion or dislike based upon a faulty and inflexible generalization (Stereotype).



Levels of Prejudice

- Cognitive (Thinking)
- Emotional
- Acting Out



Allport's Hierarchy

- Disparaging Terms
- Avoidance
- Discrimination
- Physical Attacks
- Extermination or Genocide



Racism

Any attitude or action by an individual, group, or institution to subordinate another person or group because of skin color or other physical traits associated with a particular group.



Sexism

An attitude, behavior, or conditioning that fosters stereotypes of social roles based on sex or gender.



Discrimination

- Webster's Dictionary:
 - Discrimination is defined as the act or ability to discriminate or make difference of clear distinction.
- EO/EEO Perspective Definition:
 - Actions or practices carried out by members of dominate groups
 - or their representatives which have a differential and harmful impact on members of subordinate groups.



Characteristics of Discrimination

- Overt or Hidden
- Direct or Indirect
- Intentional or Unintentional



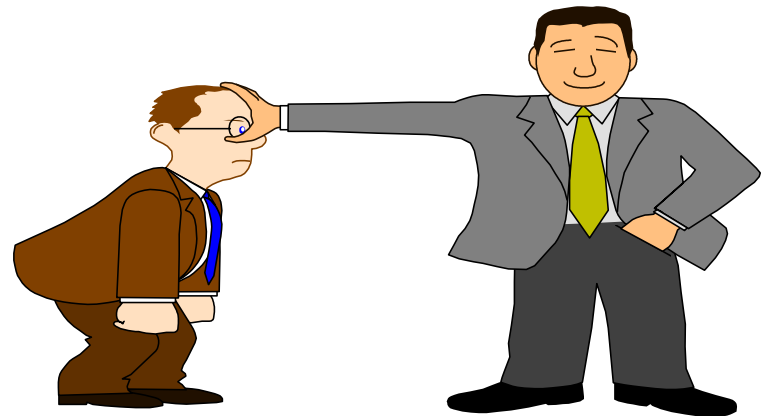
Power Supports Discrimination

- Superior – Subordinate Relationships
- Those in power define the norms



Power

The ability of a person in a relationship to influence others in the relationship psychologically and/or behaviorally.



Power Basic

- Formal Power
 - Reward
 - Coercive
 - Legitimate
- Informal Power
 - Expert
 - Referent
 - Associative



Misuse/Abuse of Power

- Weakness
- Expanding
- Information
- Mannerisms
- Defense
- Giving
- Promotion



Related Causes of Discriminatory Behavior

- Group Size
- Social Distance
- Competition
- Power Threat



Institutional Discrimination and Affirmative Actions

- Institutional Discrimination is any systematic or functional practices that discriminate or manifest unequal treatment because of race, color, national origin, religion, or gender
 - An example would be exclusion of women from certain job specialties
- Affirmative Actions



Summary

- Define Prejudice
- Levels of Prejudice
- Allport's Hierarchy
- Power
- Discrimination
- Define Power
- Basis of Power
- Misuse of Power

